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**Personnel**

**EQUAL OPPORTUNITY AND TREATMENT**

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This instruction implements Air Force Policy Directive 36-27, *Social Actions*. This instruction applies to all personnel assigned to the 45th Space Wing (45 SW) and subordinate units, and personnel assigned or attached to, or supported by, Patrick Air Force Base (PAFB), Cape Canaveral Air Force Station (CCAFS), and downrange annexes. The Military Equal Opportunity and Treatment (EOT) Program is governed by AFI36-2706, *Military Equal Opportunity Program*.

**1. Program Objective.** The primary objective of the EOT program is to improve mission effectiveness by promoting an environment free from personal, social, or institutional barriers that prevent Air Force members from rising to the highest level of responsibility possible based on their individual merit, fitness, and capability. Unlawful discrimination and sexual harassment are contrary to good order and discipline and counterproductive to combat readiness and mission accomplishment. The chain of command is responsible for creating an environment free from unlawful discrimination and sexual harassment.

**2. Policy.**

2.1. All personnel assigned to the 45 SW and subordinate units, and personnel assigned or attached to, or supported by, PAFB, CCAFS, and downrange annexes should be afforded an equal opportunity to fulfill their potential without regard to race, religion, color, national origin, sex, and in the case of civilian personnel, age, and handicapping conditions except as prescribed by statute or policy.

2.2. If anyone believes they have been victim of unlawful discrimination or sexual harassment, on or off base, it is their duty to come forward and address their concerns without fear of reprisal or retaliation.

2.3. If the problem cannot be resolved through the chain of command, active duty military members, retired personnel, and family members of active duty and retirees can file an unlawful discrimination

complaint with Military Equal Opportunity at 494-6334. Civilian employees should contact Equal Employment Opportunity at 494-2283.

### **3. Responsibilities.**

#### **3.1. The 45 SW Commander will:**

- 3.1.1. Provide an environment free from unlawful discrimination and sexual harassment.
- 3.1.2. Develop policies to prevent unlawful discrimination and sexual harassment, and ensure those policies are prominently posted in locations and areas frequented by the base population.
- 3.1.3. Act to repeal any instruction or change any practice, including reprisal, that does not support EOT policy.
- 3.1.4. Ensure appropriate disciplinary and corrective actions are taken if unlawful discrimination or reprisal is substantiated.

#### **3.2. Unit Commanders will:**

- 3.2.1. Inform unit members of their right to file EOT complaints without fear of reprisal.
- 3.2.2. Inform members through briefings and EOT policy memorandums that unlawful discrimination and sexual harassment will not be tolerated and that appropriate disciplinary and corrective action will be taken if unlawful discrimination or reprisal is substantiated.
- 3.2.3. Investigate allegations of unlawful discrimination.
- 3.2.4. Take all appropriate action to end unlawful discrimination.
- 3.2.5. Enforce EOT policy in a fair, impartial, and prompt manner.

MICHAEL F. LEHNERTZ, Colonel, USAF  
Vice Commander